

## EXECUTIVE SUMMARY

### Work Force Restructuring Plan U.S. Department of Energy, Richland Operations Office

Section 3161 of the National Defense Authorization Act for Fiscal Year (FY) 1993 (Section 3161) (Public Law 102-484) requires the Secretary of Energy to develop a work force restructuring plan for a defense nuclear facility to mitigate the impact of work force changes on workers and the Cities/Citizens/Entities/Tribes affected by the activities of the Hanford Site (community). This document is the required work force restructuring plan for the U.S. Department of Energy (DOE), Richland Operations Office (RL) and the Hanford Site.

On February 14/15, 1994, John Wagoner, Manager, RL, announced that some of Hanford's principal contractors would be undertaking a number of initiatives and also experiencing funding constraints which would result in restructuring of their work forces. The purpose of the initiatives is to improve the cost effectiveness and efficiency of operations, and to mitigate to the extent possible the results of budget reductions. Initiatives being planned include outsourcing of site operations, infrastructure and services; implementation of new contracting arrangements; realignment of the Westinghouse Hanford Company's (WHC) management structure; elimination of duplicative activities of WHC and its subcontractor ICF Kaiser Hanford Company (ICF KH); and implementation of new business practices resulting from DOE's Contract Reform initiatives and the Tri-Party Agreement (TPA) Cost initiative.

Originally it was estimated that 500 to 1,000 positions would be eliminated. Today it is estimated that approximately 2,500 positions may be eliminated during fiscal year (FY) 1995 as a result of the implementation of the initiatives and funding reductions. This Plan outlines the actions RL will take to minimize the impacts on employees and the community including separation incentives, retraining, outplacement, preferential hiring requirements, post-employment benefits and community impact assistance along with estimated associated costs.

The RL Manager's February, 1994 notice also invited all Hanford employees and other stakeholders to participate in the development of this Work Force Restructuring Plan. Many of the comments received offered suggestions relative to reinventing government, outsourcing or other programs at the Site. These comments were forwarded to the appropriate RL organization for action. The remainder of the comments were considered in the development of a draft Plan. The draft Plan was released to employees and stakeholders on July 27, 1994, for review and comment. A Stakeholder Steering Committee was invited to participate in the public involvement process with RL. In cooperation with the Stakeholder Steering Committee, three public workshops were conducted, and a live call-in television program was produced. Over 700 comments were received through the workshops, the television program, and written submittals.